

Community Pathways Waiver – Draft Proposal

Service Type: Statutory Service

Service (Name):

Alternative Service Title: **CO-WORKER EMPLOYMENT SUPPORTS**

HCBS Taxonomy:

Check as applicable

- ☐ Service is included in approved waiver. There is no change in service specifications.
- ☐ Service is included in approve waiver. The service specifications have been modified.
- ☒ Service is not included in the approved waiver.

Service Definition:

- A. Co-Worker Employment Supports are provided by fellow employees to assist the individual in the development of positive work-related relationships, habits, attitudes, skills, and work etiquette directly related to their specific employment, as well as assisting the individual to become a part of the informal culture of the workplace.
- B. Co-Worker Employment Supports include orienting the individual with systematic instruction and other learning strategies based on the individual learning style and needs to health and safety aspects/requirements of their particular job.

SERVICE REQUIREMENTS:

- A. Co-Worker Employment Supports is an employment service.
- B. Co-Worker Employment Supports rely on regular employees within the work setting who provide on the job training and ongoing support to the individual that is beyond what is typically provided as part of supervision or training to employees.
- C. Individuals participating in this service are employed by a business and are paid minimum wage or higher.
- D. Payment for co-worker supports is not payment to the employer for hiring the individual. Instead, it is encouraging the forging of natural work relationships with individuals already present and participating in the work environment.
- E. Co-Worker Employment Supports are not intended to replace the support provider's work, rather, it would be an additional mentoring/support role for which coworkers could receive additional compensation above what they receive in the course of their typical job responsibilities.
- F. An individual's person centered plan may include a mix of employment and day services such as Day Habilitation, Community Development Services, Transitional Employment Services, and Supported Employment provided at different times.
- G. Co-Worker Employment Supports relates to the business culture, the organizational structure, and informal culture and therefore can be provided at the same time as Supported Employment services.

H. Co-Worker Employment Supports does not include:

1. Volunteering
2. Payment for supervision, training, supports and adaptations typically available to other workers without disabilities filling similar positions.

Specify applicable (if any) limits on the amount, frequency, or duration of this service:

Co-Worker Employment Supports are limited to the first six months of employment unless otherwise authorized by the DDA.

Service Delivery Method (check each that applies)

☐ Participant Directed as specified in Appendix E
☒ Provider Managed

Specify whether the service may be provided by (check all that applies):

☐ Legally Responsible Person
☐ Relative
☐ Legal Guardian

Provider Specifications: (Instructions list the following for each type of provider that can deliver the services):

Provider Category	Provider Type Title
Agency	Licensed DDA Vocational or Day Habilitation Service Provider

Provider Category: Agency

Provider Type: Licensed DDA Vocational or Day Habilitation Service Provider

Provider Qualifications License (specify):

License (specify):

Licensed DDA Vocational or Day Habilitation Service Provider as per COMAR 10.22.02 and 10.22.07

Certificate (specify):

Other Standard (specify):

Individual's employer must be registered with the Maryland Department of Taxation

Co-worker at employer work setting who provide on the job training and ongoing support to the individual that is beyond what is typically provided as part of supervision or training to employees. A signed description of supports to be provided by the co-worker must be reviewed

and accepted by the individual and their person-centered support team, including the Coordinator of Community Services and other members designated by the individual, and the individual's legal guardian as applicable, prior to its execution.

Verification of Provider Qualifications Entity

Responsible for Verification:

- DDA for license
- Provider for co-worker

Frequency of Verification:

- DDA – annual for license
- Provider – prior to service delivery